RBT® Renewal Competency Assessment Packet: Requirements

Overview

All RBT certificants must demonstrate that they can competently perform the tasks on the Renewal Competency Assessment as part of the annual requirements to maintain the RBT certification. The Renewal Competency Assessment is an important maintenance requirement because it requires an RBT to demonstrate their ongoing proficiency in performing critical behavior technician skills. This demonstration is especially valuable because of the integral, hands-on activities an RBT performs on the service-delivery team.

Qualified Assessor(s)

Responsible assessor: A BACB certificant (BCaBA or BCBA) who has completed the 8-hour supervision training is responsible for overseeing the Competency Assessment. The responsible assessor must:

- Ensure that the assessment is conducted in accordance with these requirements;
- Sign the Renewal Competency Assessment;
- Maintain records of all assessments conducted; and
- Ensure that the assessment meets quality standards, even when assistant assessor(s) are involved in conducting the assessment.

Assistant assessor(s): The responsible assessor may delegate some or all of the assessment to an assistant assessor who has demonstrated, through direct observation, proficiency in the material being delivered. This individual does not need to be certified by the BACB; however, the responsible assessor is professionally and ethically accountable for all of the assistant assessor's activities. The responsible assessor may utilize multiple assistant assessors for a single Competency Assessment.

The responsible assessor and assistant assessor(s) (hereafter referred to as "assessor") may not be related to, subordinate to, or employed by the RBT during the assessment. Employment does not include compensation paid to the assessor by the RBT for assessment services.

Timing

The Renewal Competency Assessment cannot be completed more than 45 days before the RBT's certification expiration date.

Structure

The Renewal Competency Assessment:

- May be conducted over one or more sessions.
- May be conducted in person, live via the internet, or through observations of recorded videos created specifically for the purpose of the assessment.

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Administration

The assessor will provide an opportunity for the RBT to perform each task and evaluate whether the task was performed in a competent manner. Based on the instructions in each section of the assessment, one of three assessment types might be used to evaluate each task:

- **With a client:** the assessor observes the RBT performing the task with a client who is receiving behavior analytic services.
- **Role-play:** the assessor observes the RBT performing the task in a situation similar to what might occur with a client (i.e., with another person acting in the role of the client). This method may be used when circumstances do not permit conducting the evaluation with a client.
- **Interview:** the assessor must conduct a live interview (in person or via the Internet) during which the applicant must accurately describe or discuss the relevant concept and provide examples and nonexamples where applicable. Initial and follow-up interview questions may be tailored to the applicant's current clients and/or workplace parameters.

If the RBT does not demonstrate competence in a task, the assessor may provide corrective feedback and assess the task with the RBT on another day. This process must be repeated until competence is demonstrated. Corrective feedback may not be delivered on the final assessment of a task.

Documentation

After the assessor has observed a task being performed competently, the assessor will (a) initial the box next to the task and (b) if applicable, mark the assessment type used. After all of the tasks have been competently performed, the responsible assessor will sign and date the final attestation.

RBTs will be required to submit a completed Renewal Competency Assessment with their annual certification renewal applications. Non-BACB forms will not be accepted.

Document Retention: The responsible assessor must maintain documentation of each assessment (e.g., completed Competency Assessments, assessors who conducted portions of the assessment) for a minimum of 7 years.

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RBT® Renewal Competency Assessment: Responsible Assessor Checklist

Instructions: The responsible assessor should complete this self-review checklist prior to overseeing a Competency Assessment.

- [x] I am actively certified as a BCBA or BCaBA.
- [x] I am not related to, subordinate to, or employed by the RBT being assessed.
- [x] I have completed the 8-hour supervision training.
- [x] I have read and understand the Competency Assessment requirements (see pages 1–2).
- [x] I have identified suitable clients for the tasks identified in the Competency Assessment (e.g., client tolerates new therapists and new tasks, client has scheduling availability).
- [x] I have a system to track and maintain records of completed Competency Assessments (e.g., dates delivered, names of assistant assessors, dates completed; see the Sample RBT Assessor Log for an example of how to track assessment information).

Oversight and Evaluation of Assistant Assessors

- [ ] I have criteria to evaluate the readiness of the assistant assessors and a process to assess their skills before they complete portions of a Competency Assessment.
- [ ] I have materials for the assistant assessors who are conducting portions of the assessment (e.g., guided instructions, evaluation criteria, role-play scenarios, videos) to ensure every assessment is conducted in a high-quality manner.
- [ ] I have identified procedural integrity and interobserver agreement metrics and implemented systems to ensure there is consistency within and across assessments (see the RBT Assessor Performance Evaluation tracker for an example of tracking assistant assessor performance)
- [ ] I have a process to ensure that the assistant assessors are not related to, subordinate to, or employed by the RBTs being assessed.

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RBT® Renewal Competency Assessment: Form

RBT Name: Nelly Terteryan RBT Certification # ⓘ: 23-279936

Name of Organization Where RBT is Employed: _____

Instructions: All task items (1–20) must be completed. For tasks where there are multiple assessment type options, one of the assessment types listed must be completed. Three of the tasks in the "Skill Acquisition and Behavior Reduction" section must be demonstrated with a client. Complete this form in its entirety for consideration. Incomplete documents will not be accepted.

Measurement

Tasks 1–3		Initials	Assessment Type
1	**Continuous Measurement:** Implement continuous measurement (e.g., frequency, duration, latency, IRT).	KK	☐ With a Client ☐ Role-Play ☑ Interview
2	**Discontinuous Measurement:** Implement discontinuous measurement procedures (e.g., partial and whole interval, momentary time sampling).	KK	☐ With a Client ☐ Role-Play ☑ Interview
3	**Data and Graphs:** Enter data and update graphs.	KK	☑ With a Client

Assessment

Tasks 4–5		Initials	Assessment Type
4	**Preference Assessments:** Conduct preference assessments.	KK	☐ With a Client ☑ Role-Play
5	**ABC Data:** Collect ABC data.	KK	☑ With a Client ☐ Role-Play

Skill Acquisition and Behavior Reduction

Three of tasks 6-15 must be demonstrated ***with a client***.

Tasks 6–15		Initials	Assessment Type
6	**Discrete-Trial Teaching:** Implement discrete-trial teaching procedures.	KK	☐ With a Client ☑ Role-Play
7	**Naturalistic Teaching:** Implement naturalistic teaching procedures (e.g., incidental teaching).	KK	☑ With a Client ☐ Role-Play
8	**Chaining:** Implement task analyzed chaining procedures.	KK	☐ With a Client ☑ Role-Play
9	**Shaping:** Implement shaping procedures.	KK	☑ With a Client ☐ Role-Play

10	**Discrimination Training:** Implement discrimination training.	KK	☒ With a Client ☐ Role-Play
11	**Stimulus Control Transfer:** Implement stimulus control transfer procedures.	KK	☒ With a Client ☐ Role-Play
12	**Prompting:** Implement prompt and prompt fading procedures.	KK	☒ With a Client ☐ Role-Play
13	**Token Systems:** Implement token systems.	KK	☐ With a Client ☒ Role-Play
14	**Crisis/Emergency:** Implement crisis/emergency procedures according to protocol.	KK	☐ With a Client ☒ Role-Play
15	***Demonstrate one of the below tasks:*** ☒ **Antecedent Interventions:** Implement interventions based on modification of antecedents such as motivating/establishing operations and discriminative stimuli. ☐ **Differential Reinforcement:** Implement differential reinforcement procedures (e.g., DRA, DRC). ☐ **Extinction:** Implement extinction procedures.	KK	☒ With a Client ☐ Role-Play

Professionalism and Requirements

	Tasks 16–20	Initials	Assessment Type
16	**Session Notes:** Generate objective session notes by describing what occurred during sessions.	KK	☒ With a Client
17	**Client Dignity:** Provide examples of how to maintain client dignity.	KK	☒ Interview
18	**Professional Boundaries:** Provide examples of how to maintain professional boundaries.	KK	☒ Interview
19	**Supervision Requirements:** Describe BACB Supervision Standards for RBTs.	KK	☒ Interview
20	**Clinical Direction:** Describe at least one situation in which you'd seek clinical direction from your supervisor.	KK	☒ Interview

Name of Organization Where Involved Client(s) Received Services: Nurture and Natuk ABA

Name of Organization Where Responsible Assessor is Employed: Nurture and Nature ABA

By signing below, I attest that the RBT has successfully demonstrated all task items (1–20):

Certification Type: ☐ BCaBA ☒ BCBA ☐ BCBA-D ☐ FL-CBA BACB Certification # (?): 1-14-15805

Responsible Assessor's Printed Name: Karolina Kasubowski MA, BCBA

Responsible Assessor's Signature: Karolina Kasubowski Date: 5/16/24

Assistant Assessors' Names (if Applicable): _____

This document must be signed in accordance with the BACB's Acceptable Signatures Policy.